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Inside APHIS

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Goose Busters in Reno Round Up Geese for Relocation

By Stuart McDonald, Public Affairs, LPA

"Head 'em up; move 'em out!"

No, it's not a cattle drive. It's the annual Reno, NV, goose roundup, and we are what the local media have dubbed "goose busters!"

The parks of Reno are overrun with geese. Goose droppings limit picnicking and other park activities. The geese destroy turf and are a potential source for health hazards. The overcrowding also contributes to the spread of disease, such as botulism, and increases the possibility of strikes between airplanes and birds. Several years ago the Federal Aviation Administration mandated the Airport Authority of Washoe County, NV, to take steps to control the local goose population.

To reduce the goose population around Reno, Steve Fairaizl, Assistant ADC State Director in Nevada, devised a strategy for relocating some of the geese and organized a rather unlikely coalition to carry out the strategy. The coalition includes the Nevada ADC Program, the Nevada Division of Wildlife, the Airport Authority of Washoe County, Reno Parks and Recreation, Reno Animal Control, Washoe County Animal Control, Alliance for Animals, and the Nevada Humane Society.

Together, members of these groups participate each year in capturing thousands of Canada Geese and transplanting about 500 of them. This year, by coincidence, the roundup took place during Reno Rodeo Week.

"This is a rare instance where local, State, and Federal agencies come together with volunteers to accomplish a common goal," says Fairaizl. "This cooperation has fostered greater understanding and



APHIS PHOTO BY STUART MCDONALD

Dust gives a rodeo-like atmosphere to ADC's annual goose roundup in Reno, NV. Here, captured geese fill holding pens.

mutual respect between us. We all have our perspective, but now we are beginning to understand and appreciate each other's mission."

Goslings are the birds used for relocation because they still have the ability to recognize a new area as home. Mature birds already know Reno as home. If these birds were relocated, they would simply return to the Reno parks where they grew up within a short period of time.

Geese molt in mid-to-late June in the Reno area. During the molt, geese lose their flight feathers, so this is the time when it is possible to catch them. To capture the geese, roundup participants set up large wing-drive traps at local

parks, golf courses, and housing developments. Other "goose busters" use an air boat and motor boats to herd the geese to shore. In addition to Fairaizl, ADC employees Brett Stock and Steve Davis were on site lending a hand to the operations.

Two LPA employees coordinated media attention and videotaped the procedure for a future training video. A host of volunteers helped herd the geese into the prepared traps. Once in the traps, the geese are banded or have their bands recorded, are checked to make sure they are healthy, and then are ready for release or relocation.

The birds being relocated were moved in Nevada Humane Society
 (See GOOSE BUSTERS on page 2)

Goose Busters from page 1



APHIS PHOTO BY STUART MCDONALD

Steve Fairaizl of ADC helps with the roundup.

trucks to a holding area referred to by workers as the "goose bank." The Nevada Humane Society played an active role in every aspect of the roundup, helping to ensure that the birds were handled humanely. From the "goose bank," the goslings were transported in specially built containers at night when temperatures are cooler. This year the goslings were shipped to various State wildlife refuges in eastern Nevada to augment existing flocks or start new ones.

The geese that were not relocated were released; the banding provides data on migration and helps with research on their habits and living patterns.

The roundup reduces the local population of about 1,500 geese by about one third. While migratory birds (whose numbers can exceed 15,000 in mid-winter) pose the major threat to aircraft, it is thought that the large local population helps attract these transient birds to the area.

As well as reducing bird-strike hazards around Reno Cannon

International Airport, the roundup also assists in the accomplishment of wildlife management goals, reduces the depredation and inconvenience in local parks, and improves health conditions for the remaining geese. Thinning out the local population also results in a healthier, more viable stock. When the roundup is over, there are still plenty of geese left for people to enjoy. ♦

Correction:

In the July/August issue of *Inside APHIS*, we said that PPD tested a video conferencing pilot. PPD didn't, but the group that did is PDC—the Professional Development Center, in Frederick, MD, and an arm of R&D. *Inside* regrets the error.

Letters to the Editor

Dear Editor:

We are wondering if there is interest within our APHIS retiree ranks in forming an organization to keep in touch with each other, learn of goings-on in the agency and, for those who are so inclined, support APHIS in any number of possible ways. For example, civic organizations, garden clubs, church groups and other circles provide countless opportunities for retirees to inform the public of the important work we do.

Also, APHIS plans to establish an archive room in our new headquarters building in Riverdale for the purpose of collecting, curating, and displaying documents, certificates, photographs, and other artifacts that represent important events or

activities reflecting the APHIS heritage.

A retiree organization is our aim. Our retired employees are important members of the APHIS family with whom we want to maintain contact. *Inside APHIS* is a perfect medium for maintaining this dialog, and we offer it and any other necessary support to help form this organization. Please contact Dr. Frank Mulhern at 6100 Westchester Park Drive, Apt 1517, College Park, MD, 20704 (phone 301 982 9729) with your views and to help get a retiree organization started.

C. Schwalbe
Director, Operational Support,
PPQ

Inside APHIS

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Chopper That Lifted Liberty Now Aids Riverdale Building



APHIS PHOTO BY BOB RICE

This photo shows a "sky crane" helicopter nicknamed "Bubba," placing one of the two cooling towers on top of the new APHIS headquarters complex under construction in Riverdale, MD.

In addition to cooling towers, "Bubba" also lifted four "pent-houses" that hold the mechanics for the building's elevators and air-conditioning and heating systems. Air lifting the housings intact to the roof—rather than bringing up the equipment piece by piece and reassembling it—knocked an estimated 2 months off the construction schedule for the new building. Thanks to this and other high-tech planning and construction techniques, employees should begin moving from Hyattsville to the new building in December, rather than the originally projected target of March 1995.

"Bubba" was brought from the west coast especially for the APHIS job. The helicopter was designed to lift and move heavy loads in circumstances where conventional fixed cranes would be impractical or prohibitively expensive. For instance, "Bubba" removed and later replaced "Lady Liberty" from the Federal Capitol dome during cleaning and maintenance of the gigantic statue last year. ♦



APHIS PHOTO BY BOB RICE

Technical Review Board Links Up Agency Planning Groups

If you looked out across 19th century urban America, you would see stovepipes protruding from the housetops everywhere. Look out across 20th century urban landscapes, and you don't see the stovepipes, but according to information engineering experts, they're still there.

"Stovepipe systems" are computer information systems that keep an organization's information in entirely different ways. Each stovepipe was constructed separately as different units within the organization independently purchased computer hardware and software to meet its specific needs. The organization ended up with many stovepipes sticking out of its roof, all unconnected to the stovepipes in other rooms.

In APHIS, one of the groups whose responsibility it is to replace aging stovepipe systems with a single heat pump, so to speak, is the Technical Review Board (TRB). Reorganized last year with a charter and expanded membership, the TRB now serves as a central hub for coordinating decisionmaking related to agencywide information resource management (IRM).

"There were a lot of people around the agency working on their own," explains Charlotte Travieso, TRB board member, "and they didn't know who else might be working on the same or similar problems. For example, a local area network (LAN) user's group spontaneously came together to discuss and resolve network problems. If you can spread the word and form teams to work on solutions to these problems, synergy blooms; you get more done in a powerful way."

Since its inception, the TRB has been committed to providing leadership and coordination to agencywide systems and ensuring they are developed on a cross-unit basis. The board's membership includes a representative of each program. Although it has its "techies," it also is composed of a cross section of the agency, including employees with managerial and policy-making experience. Several members of the TRB are also members of other IRM groups.

Chaired by senior IRM management official Carolyn Bigelow, other TRB members are Vernelle Archer, M&B; Debra Baysinger, IS; Darlene Blaney, ADC; Tracy Bowman, PPQ;

Jo Brown, PPD; Chuck Campbell, VS; Jim D'Ambrosia, BBEP; Greg Gage, OTB; Kim Klingenstein, REAC; Lou Lewis, R&D; Rick McNaney, LPA; Charlotte Miller, M&B; and Victor Ponte, M&B.

"At first, the enormity of the task facing the reorganized TRB was overwhelming," Travieso recalls. "We went through quite a period of role definition and exploration. Although it was a rough time for the board, gradually a spirit of cooperation emerged. We are now working with groups and individuals to identify the systems they need and integrate them with groups working on similar systems in other programs."

Joe Taylor, current Chief of the Documents Management Branch in M&B's Management Services Division (MSD), agrees that the TRB wasn't always as helpful.

"The first time I went before the TRB, I was responding to its request to explain what was going on in the area of electronic forms systems. The members asked a lot of questions, and I felt they were criticizing me for not considering this and that aspect. I thought to myself that any system I came up with they would shoot down.

Managing Information Resources: The Major Groups

- **Information Resources Management (IRM) Council**—This group provides the vision, executive leadership, and resource allocation for APHIS' IRM activities by authorizing all APHIS-wide and major IRM projects. Chaired by the Administrator, members are the Deputy Administrators (or their associates) of the six program units and the Deputy Administrator of M&B, who represents the four service units.
- **Information Systems Planning (ISP)**—This information engineering methodology has been used by two groups in APHIS to develop strategies on how APHIS manages its information resources. An ISP Phase 1 team identified the basic processes by which APHIS accomplishes its work and mission. The ISP Phase 2 team re-examined and refined the basic processes and developed a series of recommendations and specific projects needed to implement them.
- **Technical Review Board (TRB)**—The board is the technology-resource arm of the IRM Council, providing technical guidance and recommendations on the development of information systems and on information management issues. Its members include management or technical representatives from all APHIS units.
- **Source Selection Board (SSB)**—This board reviews and approves all activities of the Integrated Systems Acquisition Project (ISAP)—the future hardware, software and services procurement vehicle for APHIS. Members are the APHIS Administrator, the Associate Administrator, the APHIS Deputy Administrators and the APHIS Trail Boss.
- **Source Evaluation Implementation Board (SEIB)**—This group reviews and makes recommendations on ISAP procurement and implementation. It also coordinates the ISAP implementation process. Its members include a representative from all APHIS units.
- **Security Officers Council**—The group develops security plans and procedures for APHIS computer facilities, provides guidance for the developers of information systems, and provides computer security awareness training for APHIS employees. Members are from all the APHIS units.
- **FTS2000 and LAN Administrators Group (FLAG)**—FLAG meets to share information and discuss and resolve hardware and software problems related to APHIS' local and wide-area networks. FLAG also sets guidelines for the use of FTS2000. Its members are LAN administrators from all APHIS units.



Technical Review Board members listen to a presentation by Cindy Mowatt (far right) of M&B. From left to right are Jim Ambrosia, BBEP; Greg Gage, M&B; Tracy Bowman, PPQ; Emil Ewing, M&B; Lou Lewis, R&D.

APHIS PHOTO BY LAURIE SMITH

"After I thought about it, I went back to the TRB. I proposed to develop an electronic forms system according to the recommendation of Information Systems Planning (ISP) Phase 2 if TRB representatives would work with my group. The TRB agreed and formed a subcommittee on forms, headed by Charlotte Travieso. Now, I thought, the TRB would buy into the system we selected because the board would help select it."

Forms Quest—the name of Taylor's group, is made up of MSD's forms analysts, including project leader Andrea Elston, and a computer specialist from each APHIS unit. IRM Council member John Payne is champion of the initiative. Forms Quest worked closely with Travieso's subcommittee and representatives at the Field Servicing Office. The group has three goals—to select a standard software package for APHIS; to develop an implementation strategy; and to develop an implementation plan. The first goal has already been met; the group expects to finish the others by the end of the fiscal year.

The package chosen is WordPerfect InForms—a package that lets programs design their own forms and then helps users fill

them in correctly. The forms on the screen will look identical to the forms on paper. Each PC will have a menu listing the forms employees will need for their jobs. Information in the form can link directly to a database. Once filled in, the form can be transmitted directly to the processing office via e-mail. For authorized signatures, the package provides digital signature capability.

"Better yet," comments Taylor, "as part of WordPerfect Office upgrades available to agency users, we now have 1,000 site licenses for

InForms without having to go through a separate procurement process. In our implementation plan, we just have to determine where they will go.

"Before we selected InForms, we researched the literature on the pros and cons of all current forms software," continues Taylor. "We tested and tried out the top two packages. We think InForms best meets APHIS' needs and will make a big impact on all agency offices. And it's essential that we have an agency standard for electronic forms."

Travieso presented the recommendation of Taylor's group to the TRB at its August 3 meeting. As Taylor predicted, it was a "done deal." The TRB accepted the recommendation and forwarded it to the IRM council. Now the agency has a standard forms package, and the TRB has, with the help of Taylor and the Forms Quest group, hit upon a workable technical approval process for overseeing agencywide systems development. The Forms Quest process will serve as a model for future initiatives. Other ISP Phase 2 recommendations now have champions; these initiatives could use the same process to ensure smooth sailing through the TRB. ♦

ISP Phase 2 Initiatives and Their Champions

1. IRM roles and responsibilities. Bobby Acord and Al Elder.
2. IRM education and training. Alex Thiermann and Sharon Coursey.
3. Getting and giving permits. Bill Wallace and John Payne.
4. Directory/dictionary systems development and software standards. Dale Schwindamann.
5. Telecommunications and access to scientific information/Internet. Don Luchsinger and Phyllis York.
6. Electronic documents and forms. John Payne.

You Don't Need a Dental Appointment to See This Hygienist

By Tom Cramer, Operational Support, VS

There's an employee in the Safety, Health, and Environmental Section of M&B whom everyone should get to know.

His name is Tony Pierpoint. Pierpoint joined APHIS in 1992 after working 5 years in private industry. A graduate of the University of Maryland with a degree in chemistry, Pierpoint is currently working on his master's degree in environmental engineering. He's a busy guy, because he provides services not only to Hyattsville personnel but to APHIS locations throughout the country. The only problem is that very few people know he's even here, and fewer still know what he actually does.

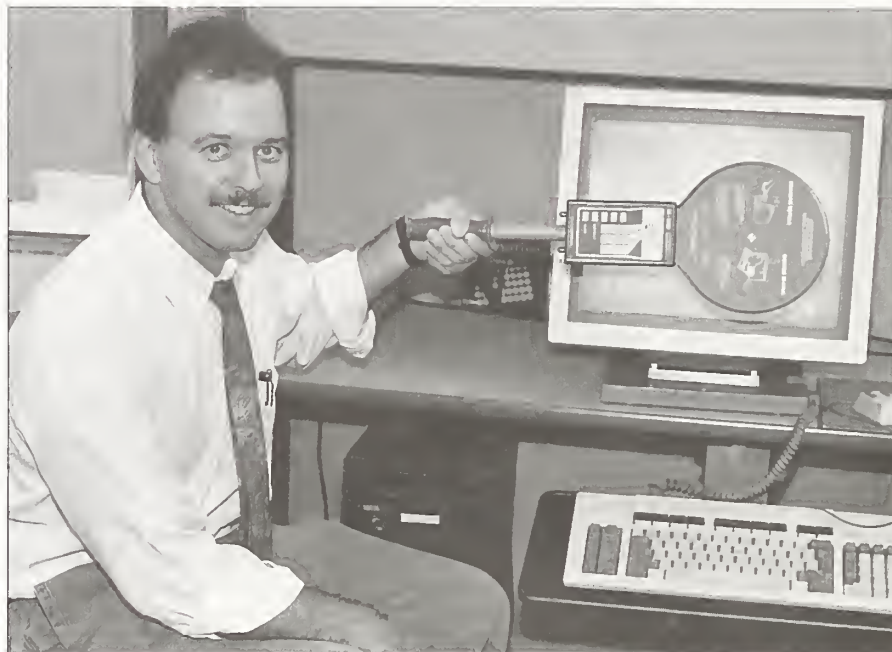
"Usually people think I have something to do with cleaning teeth," says Pierpoint, "but I don't. I've never cleaned teeth in my life."

Industrial hygiene, according to the official definition, is "that science and art devoted to the anticipation, recognition, evaluation, and control of those environmental factors or stresses arising in or from the workplace that may cause sickness, impaired health and well-being, or significant discomfort among workers...."

So Pierpoint's job, in a nutshell, is to protect the health of APHIS employees.

"One of the primary health complaints we get in Hyattsville is about the air quality in our building," says Pierpoint. "In fact, it's our number-one complaint, especially during the wintertime when the heat is on. We hear about frequent cases of sinus headaches, dry skin, dry throat, and itchy eyes. All these are classic sick-building complaints."

"The ideal comfort range for human beings," Pierpoint explains, "is somewhere between 68 and 72 degrees, with a relative humidity between 40 and 50 percent. In buildings like this one, Pierpoint advises drinking plenty of water to replace all the liquid the body is continuously losing."



APHIS PHOTO BY LAURIE SMITH

Using a survey meter, Industrial Hygienist Tony Pierpoint measures the level of electromagnetic fields (radiation) coming from a video display terminal. Pierpoint conducted a radiation survey last year after Hyattsville employees expressed concern about the possible ill effects from video display screens.

"I'll be happy when we move to the new building in Riverdale," says Pierpoint. "A lot of thought has gone into the ventilation system in that building, and the air quality is going to be much better."

In addition to monitoring air quality, Pierpoint also conducts surveys on noise levels, air contaminants, heat stress, and other kinds of stress that might be making you miserable. In February 1993, he completed a radiation survey after several employees expressed concern about the possible ill-health effects from video display terminal screens. (That report is available from the Safety, Health, and Environmental Staff in Hyattsville upon request.)

Pierpoint also monitors the health of APHIS employees who regularly work with pesticides and other chemicals (such as the products used to dip cattle or sheep). The blood levels of these employees must be checked periodically to make sure their bodies are not absorbing excessive amounts of these chemicals.

Beginning next fiscal year, in a joint effort with M&B's Facilities Management Branch, Pierpoint will launch what could prove to be one of the more ambitious endeavors of his career with APHIS—an asbestos survey of agency buildings around the country.

"That will be a big project," he says. "Federal law requires that public buildings, such as schools, be inspected for asbestos. But no asbestos program currently exists for Federal facilities, so we thought we'd initiate our own. We've identified 168 APHIS-owned buildings in 19 States that we need to check out."

So the next time you experience on-the-job discomfort or annoyance, just give our resident industrial hygienist a call. Pierpoint's whole reason for being here is to make sure you're healthy. ♦

VS and PPQ in Oklahoma Cooperate on Gypsy Moth Survey

Summers in Oklahoma usually offer VS animal health technicians (AHT's) a little breathing room. Cattle are turned out to pasture, and brucellosis testing slows down. This past summer, however, the pace of work increased because VS and PPQ employees joined forces to work together on an annual gypsy moth survey, a pilot project for the Oklahoma City offices and for APHIS as well.

"The idea for the crosstraining came from talking to PPQ's State Plant Health Director Jack Gobin," says Brian Espe, Area Veterinarian in Charge for Oklahoma. "In our State, VS and PPQ offices are colocated, so we have a chance to share information and learn about each others' activities.

"Last year, our AHT's agreed to hang Japanese beetle traps at their duty stations, mostly in rural areas, to monitor the movement of the insect," Espe continues. "This collaboration worked well and brought out the fact that VS has people located in areas where PPQ does not. We began to seriously consider training our AHT's to survey for European gypsy moth.

PVPC Trainee Takes Over

"Just as training was to begin," Espe says, "a veterinarian in the Public Veterinary Practice Careers (PVPC) program, Margaret Clark, was assigned to our Oklahoma City office for training. We thought we'd utilize her organizational skills by assigning the survey project to her."

"Jim Boles, administrative officer, and I were the coordinators on the VS side," says Clark. "We arranged for 12 AHT's to receive the training and for PPQ officers Rob Meinders and Blaine Powell to provide the training. The AHT's were taught to recognize and differentiate the European gypsy moth from other moths. They learned about the moth's life cycle and how it spreads from one area of the country to another. They received hands-on instruction in using Geographical Plotting System units for the Geographical Information System mapping of the survey."

Oklahoma Still Free

Danger to Oklahoma's 7.5 million acres of forest comes from the artificial spread of the moth by tourists and homeowners moving from northeastern States, explains Clark. There is also concern about the natural spread of the gypsy moth from infested areas, such as in neighboring Arkansas, where an outbreak was confirmed in 1992.

Jeff Chelf, an AHT who worked on the survey in the Tulsa area, found no problem switching from testing cattle and hogs for tuberculosis to surveying for gypsy moth.

"I found the job to be right down my alley," Chelf says, because we already know the back roads in the trapping areas. It was easy for us to locate and check the traps and still complete our regular work."

PPQ Trains AHTs

"It worked pretty good," agrees PPQ trainer Rob Meinders, who came from his Tulsa office to help conduct the training. "It always took us about a week to train the college kids we used to hire each summer. We trained the AHT's in a day and a half, and we were able

to have traps in place earlier than we have in the past. VS and PPQ have always gone their separate ways, but those days may be over. With tighter budgets, reorganization, and reinvention, we have to find ways to help each other."

From early June until the end of August, AHT's placed over 1600 traps in trees throughout the eastern half of the State. The traps contained a synthetic pheromone as a lure for the male moth. As of mid-August, six moths from five different trap locations were confirmed as positive specimens.

"Our people are good workers," says Espe. They know the area, they already have their own vehicles, and they can place and check the traps on their way to or from testing an animal at a nearby ranch. It's also a good thing for our AHT's to get this kind of crosstraining. Now that they know how to establish coordinates, it makes them more valuable to the Agency."

Future APHIS Inspector

"In the future there may well be APHIS inspectors who receive training in many areas of responsibility," says Espe. "They will be expected to perform various work assignments throughout USDA."

Employees in the Oklahoma VS and PPQ offices hope that they'll cooperate on the same project next year. They are pleased to have played a part in shaping the future of APHIS field work. ♦

Entomologist Shares Ideas With Scientists Inside China

If the Chair of the Biology Department of South Florida University called out of the blue one day and invited you on an expedition to China in 3-weeks time, would you take him up on it? Susan Broda-Hydorn, PPQ entomologist at the Miami, FL, plant inspection station, said "yes" to the offer (after she talked to her supervisor, of course), and she is still trying to digest the experience.

Broda-Hydorn went with a group of chemical ecologists last June under the Citizen Ambassador Program of People-to-People International, a private organization based in Spokane, WA.

"Chemical ecology is a particular kind of biochemistry that has to do with living systems," Broda-Hydorn explains. "The chemists in this field use insects or plants as experimental material in the development of plants resistant to insects, for example."

Group of Chemists

The leader of the nine-person, multi-national delegation was the Chair of the Biology Department at South Florida University and a phytochemist. One of two entomologists in a group mainly made up of chemists, Broda-Hydorn "felt close in discipline to the chemical ecologists, because when you assess pest risk, you get into environmental entomology." Nevertheless, she adds, "the next time I go, it will be with all entomologists."

The purpose of the trip was to establish contacts of like-minded people, Broda-Hydorn says. After a long direct flight from San Francisco to Shanghai, the tour began in Beijing, where the delegation visited the Chinese Academy of Sciences' Institute of Zoology for a full morning of professional exchanges and a tour of the facilities.

"The most notable component of these facilities was a recently-constructed 10-story taxonomic museum housing the largest systematic collection of zoology in China," Broda-Hydorn says, "except I never got to visit this



PHOTO BY SUSAN BRODA-HYDORN

Broda-Hydorn's group treads the Great Wall in a mountainous region about 60 miles north of Beijing.

museum and found out about it only by accident." After lunch, which, like all lunches in China, was served to the delegation at a single round table with a lazy susan at its center, the group travelled to the Beijing Zoo and toured the panda and great bird exhibits.

Talk on Pest Exclusion

"We spent a full day," Broda-Hydorn continues, "at the Eco-Environmental Research Center in Beijing. I gave my only formal presentation in Beijing at this center. I didn't have a slide presentation like most of the others did, but I told them about pest exclusion and related it to chemical ecology; I explained that because pest exclusion prevents farmers from having to rely heavily on chemicals, it is a form of environmental control. I got a nice round

of applause, so I think they liked it."

Broda-Hydorn's training is in environmental control—analyzing the natural predator system and the prey. In the laboratory, she studied spiders, lacewings, and other predatory groups.

"While in Beijing, I and the other entomologist visited the Ministry of Agriculture's Plant Quarantine Institute," she says. "This office is located on several floors of a newly constructed building near Beijing's center. The Institute's plant quarantine taxonomist, who specializes in Coleoptera (beetles), gave us a tour of their taxonomic collection."

Approach to Research

"I began discovering that Chinese scientists' approach to research is very like ours. In China, the Cultural Revolution stopped all research, so Chinese scientists today have a strong need to make all research relevant to the lives of the common people. In our country today, research must have such relevance or it won't get funding, so our perspective is the same."

"What impressed me most about my visit," she continues, "was how similar the people of China are to us. They don't appear to be from a third world. China, like us, has a huge, well-educated middle class."

"Our schedules included a number of cultural activities in the Beijing area. We attended a session of the Peking Opera, a cloisonne factory, the Ming Tombs, the Forbidden City, and Tian An Men Square."

On to Nanjing

"At mid-week we flew from Beijing to Nanjing, accompanied as always by our interpreter and advisor, Xiaoling Yan, a most accomplished woman and native of Beijing. Nanjing is several hundred miles south of Beijing, at a latitude roughly equal to that of North Florida. It is situated along the southern banks of the Yangtze River."

"During the first half of the Ming Dynasty, Nanjing was the capital city of China, and it now serves as the capital of modern Jiangsu Province. Luxuriant vegetation so characteristic of this region of China was everywhere. Here we participated in scientific exchanges at the Nanjing Institute of Botany and Botanical Garden; the Nanjing Agricultural University; the Institute of Entomology; and the Nanjing University School of Life Sciences.

"In Nanjing we toured the only remaining Drum Tower, standing since ancient times. Until about 150 years ago, drummers broadcast the time around the clock on the hour from one tower to the next. About 150 such towers were required to broadcast the time in the city.

Travel in Shanghai

"It was difficult travel around Shanghai, about 200 miles east of Nanjing and our final stop, because road and building construction and renovation were virtually everywhere; freeways were generally non-existent in the city; and pedestrians thronged most roadways."

In Shanghai the group attended a day-long session at Fudan University of Shanghai's Department of Genetics; China Academy of Science; the Shanghai Institute of Plant Physiology; and finally, the China Academy of Science's Institute of Entomology, where Broda-Hydorn and her fellow entomologist toured the museum housing the arthropod collection. After some cultural tours, including a visit to the Jade Buddha

Temple, one of a handful of Buddhist temples not destroyed in the Cultural Revolution, the group ended its 2-week visit, and members returned to their home countries.

"All I saw will take me a long time to fully appreciate," comments Broda-Hydorn. "I went so suddenly, without adequate time to prepare, that I wasn't ready to appreciate all that I saw. China is an important place. The whole time I was there I felt like I was on the edge of a great awakening in scientific cooperation between the United States and China. I'm glad I went, and now that I know what to look for, I'll return as a member of a People-to-People group in the fall of 1996. Then I'll be ready!" ♦

Direct Deposit Pays Sooner and Faster than Any Other Way

By Sharon Saltsman, Human Resources Operations, M&B

Direct deposit is the fastest way for employees to receive their pay. Even though the first Thursday after the end of a pay period is still the official pay date, payroll funds are actually being released to employees' financial institutions on the Monday of pay week. Banks have the option of posting these funds to individual accounts immediately or waiting until the official pay date. M&B's Human Resources Operations (HRO) has

found that most banks don't wait; they post the funds to accounts on the Monday of pay week.

To allow for errors, however, HRO advises employees to contact their banks and verify that the funds are in their accounts before they write any checks. Employees are responsible for making sure funds have been deposited to their accounts. APHIS cannot reimburse employees for overdrafts caused by nonreceipt of funds.

While direct deposit is rarely a problem, prompt action by employees can help resolve problems that do arise. Employees should call a pay clerk on HRO's Leave and Compensation Team if they learn that a bank has not received payroll funds by the day they are normally deposited. The pay clerk will arrange for funds to be sent again to the correct account. ♦

Secretarial Focus

By Penny Kriesch, Human Resources Division, M&B

The Secretarial and Clerical Employee Utilization Program (SCEUP) continues to move toward agencywide implementation. Currently, SCEUP is:

- Creating an APHIS-wide support-staff electronic bulletin board (The SCEUP's will send out data on subscribing once the bulletin board is established);
- Planning a support-staff professional conference for fiscal year 1995;
- Establishing focus groups to discuss performance management issues and methods;
- Organizing a support-staff concerns/issues council comprised of managers and support-staff employees; and
- Conducting an updated briefing for the Women's Advisory Council (WAC) on SCEUP activities.

SCEUP groups will serve as focal points for continual improvement of the support-staff work environment. If interested in initiating a SCEUP group in your own activity, call Penny Kriesch, Human Resources Division, on (301) 436-5735. ♦

Recognizing Hispanics During Hispanic Heritage Month



The agency's Hispanic Employment Program Manager Linda Moore asked offices to send in photographs of

Hispanics at work. Here is a representative sampling of the results. She would like to hear from more Hispanics in the agency. Call her at 202-720-5415.

1-Norma Rosario, PPQ officer, here works with airline cargo in Puerto Rico. APHIS photo by Laurie Smith.

2-Four APHIS Hispanic Americans gather in front of the Team USDA Exhibit at the National Council of La Raza (NCLR) in Miami, FL, this past July. NCLR is the largest constituency-based national Hispanic organization, serving all Hispanic groups in the country. From left to right are LPA translator Estela Bock and R&D personnel management specialist Alicia Rodriguez, both of Hyattsville, MD; Pedro Renaud of FNS; PPQ officers Josephina Torres and Jose La Torre, both of Miami, FL; and Eric Colon of FHA. APHIS photo.

3-Pedro Millan, PPQ officer, center, talks to Puerto Rico Department of Agriculture inspectors at a hot-water treatment facility in Puerto Rico. APHIS photo by Laurie Smith.

4-Victor M. Becerra is a veterinary medical officer at VS's Small Animal Biologics Virology laboratory, National Veterinary Services Laboratories in Ames, IA. APHIS photo.

5-Alfonso Torres (left) heads VS' Diagnostic Services Section at the Foreign Animal Disease Diagnostic Laboratory at the Plum Island Animal Disease Center. Jose Sierra is an animal caretaker with the facility. APHIS photo by J.R. Emanuelli.

6-Alex Thiermann, IS Deputy Administrator, attends a meeting of the Inter-American Institute for Cooperation on Agriculture in Costa Rica. APHIS photo by Laurie Smith.

Their Contributions to Protecting Agriculture





6

7-Oscar A. Cruz is a PPQ assistant officer in charge with International Airport Baggage Operations at the John F. Kennedy Airport. He has been with PPQ since 1967 and was named the agency's first Hispanic of the Year in 1981. APHIS photo by Ana Delgado.



7

8-The Department's Office of Civil Rights Enforcement invited APHIS to participate in a training seminar held at the Annual Convention of the League of Latin American Citizens (LULAC) this past June in El Paso, TX. From left to right: Sharon O'Neal, PPQ; Sandra Enriquez, PPQ, Bert Castro, VS; Chavello Medrano, PPQ; John Vigil, PPQ; Bhisham Singh, PPQ; Tony Solano, M&B; Tim Blackburn, R&D; David Castaneda, PPQ; Rick Certo, M&B; Robert Manzanares, VS; Alicia Rodriguez, R&D; Linda Moore, M&B; Ernesto Montoya, PPQ. APHIS photo by Laurie Smith.

9-Supervisory PPQ Officer Elizabeth Pastrana is the Acting Assistant Officer in Charge for Desk Operations at the John F. Kennedy Airport. In 1979 she became the first Hispanic woman to be hired as an officer at JFK. APHIS photo by Ana Delgado.

10-Eduardo Rossy is a VS assistant area veterinarian in charge in Puerto Rico. APHIS photo.



9



10

Frederick Office Develops Rapport With Rock Creek School

By Tom Cramer, Operational Support, VS

Once or twice a month, the Professional Development Center (PDC) in Frederick, MD, gets some special visitors. They come in, smile at you, spend a day or so working quietly on whatever project you ask them to work on, and then go home.

They don't want to be paid; money doesn't interest them all that much. But they won't turn down candy, or cookies, or ice cream if you offer it.

Who are these quiet, industrious, good-natured souls who happily provide free labor to whoever asks for it? They're students of the Rock Creek School in Frederick, a school that accepts only physically, mentally, or emotionally challenged youngsters.

Extra Hands

About 3 years ago, some of the school's teenage students started visiting the PDC whenever some extra hands were needed to help out with preparing mass mailings or assembling notebooks.

"We call this community-based instruction," explains Martha Lowry, the Rock Creek School's career development coordinator. "Rather than simulating the real world in a school, we bring our students out into the real world to do the real thing. For most of these young people, this is their first exposure to the community.

"PDC benefits because the students do time-consuming, repetitive tasks that would ordinarily take up much of a regular employee's time,"

explains Lowry. "The students benefit because they are able to get out into the community and get some on-the-job experience."

Edna Walter, a budget analyst at PDC, said that working with special-needs youngsters was "an adjustment for quite a few of us. It was a new experience for us, and not everyone was comfortable with it at first. Now, our Rock Creek students are like old friends. We look forward to their company.

Training Materials

"Anywhere from 2 to 10 students come in, depending on the nature of the project," Walter continues. "One of their teachers comes in with them and supervises them while they're working.

"One of the bigger projects they recently helped us with was assembling basic Spanish training materials. That was a 3-day effort. The materials are now being used

by PPG employees who need to speak Spanish."

Walter said that when PDC and the Rock Creek School first began working together 3 years ago, only two students were regular participants in the program.

Working for PDC

"One of those students, Molly Anne Saunders, has since graduated from the Rock Creek School and is now a part-time employee here at PDC," says Walter. "We're very proud of her."

Saunders, 22, was born in Korea and was adopted by a local family when she was a little girl. Attesting to her considerable achievements at PDC are a number of neatly framed certificates covering the wall behind her desk: Perfect Attendance Award, Certificate of Appreciation, Employee of the Year, Certificate of Recognition.

"Molly handles a variety of responsibilities for us," Walter says. "She does typing, photocopying, and labeling. She answers the phones. She routes the mail."

"I work on WordPerfect, too," says Sanders, smiling.

"She's also responsible for our copying machine and its maintenance," Walter continues. "She clears all the paper jams. She's been a wonderful asset for us and is making a real contribution to our office." ♦



APHIS PHOTO BY LAURIE SMITH

Molly Anne Saunders is a Rock Creek School graduate who now works part time at the Professional Development Center in Frederick.

ADC Biologists Help Mississippi Youths Live With Wildlife

By Bo Sloan, Mississippi ADC

Three ADC wildlife biologists in Mississippi recently participated in the Lanoux Youth Nature Camp in conjunction with Delta Wildlife Foundation. Sponsored by The Garden Clubs of Mississippi, the annual two-day camp gives children in grades four through six the opportunity to learn about the outdoors through activities led by volunteers from State and Federal agencies.

The camp is held at Holmes County State Park in the rolling hills of central Mississippi, an ideal setting for children to learn about soil, water, and vegetation, as well as wildlife and their habitats.

Of the three of us who volunteered, John Paulson returned for his second year with the camp, while Travis Carpenter and I were new recruits. We led four small group investigations about the components of wildlife habitat and the wildlife it supports.

We brought animal pelts and skulls for the children to see and handle. Using the "Living With Wildlife" poster and materials recently developed as training/information aids, we talked about the different characteristics of each animal on the poster. (The poster shows 28 animals that ADC helps manage.) The children enthusiastically participated in identifying each animal in the poster.

The kids' enthusiasm was contagious; drawing from their energy, we then accompanied them into the park to investigate the habitats of many of the animals. "Habitat" and "environment" are intangible terms to most children, but using the animals as tangible expressions of the environment, we pointed out plants they fed on, their tracks, likely nest and burrow sites, and tried to make these intangible concepts become real.

Our co-volunteers from the Delta Wildlife Foundation conducted similar investigations. This organization was founded by Mississippi Delta agribusinesses in 1990 to promote good stewardship of the land. In our work-a-day world, our ADC office shares many of the objectives of this group.

For example, in our beaver control program, we do not only control beaver damage but also work with farmers and land owners to help them regain control of and manipulate the water resources for the benefit of wildlife, fish, soils and water quality.

It is gratifying to work with groups who practice serious wildlife biology. I think all of us enjoyed helping teach children to better understand their environment. ♦



APHIS PHOTO

ADC's John Paulson helps children identify animals featured in the program's Living With Wildlife campaign poster.

Italy's Veterinary Institute Sends Staffer to VS and LPA

By Barbara Alessandrini, IZSTe, Italy

When I, a foreign visitor to the United States, finally understood what a restroom was, I felt both embarrassed and edified. This word was not included in my British English dictionary I brought with me from Italy, so I thought that a restroom was a sitting room where American people rested after lunch.

But the American meaning of "restroom" is not the only thing I learnt during my 4 weeks' training session in the United States.

The Veterinary Institute

My organization, Istituto Zooprofilattico Sperimentale dell'Abruzzo e del Molise "G. Caporale" (IZSTe), is an institute of veterinary public health. IZSTe supports the National Health System in my country through its technical and operative structures: research, epidemiological surveillance, laboratory services, diagnostic services, production of biologicals, assistance to producers, and training.

IZSTe also serves as a reference center at the international level: It is a World Health Organization and Food and Agriculture Organization reference center for epidemiology and an Office International des Epizooties reference laboratory for brucellosis and contagious bovine pleuropneumonia.

I am part of IZSTe's Training Unit, and my responsibilities are public affairs, written communications (such as press releases, brochures, technical reports, videos), editing, and health education programs. I also work on training courses and international meetings.

Recognizing the importance of these activities, IZSTe's Director and the head of my unit want to improve and expand them. In Italy, I have been taking courses in scientific communications, public affairs, video production, health education, and professional communications. While these courses were a good supplement to my practical experience, my directors also wanted to compare our public affairs activities with the public affairs and outreach efforts carried out by other organizations. For

this reason, I came to the United States in mid-July to spend 2 weeks at Ft. Collins, CO, at the Centers for Epidemiology and Animal Health, and 2 weeks with APHIS' LPA unit in Hyattsville, MD.

At Ft. Collins

My 2-weeks' training session at the National Animal Health Monitoring System (NAHMS) in Ft. Collins was mainly dedicated to technical reporting activity, video production, and personnel training. I paid great attention to technical reports, always summarized in fact sheets to help communicate with nontechnicians. I think fact sheets are a good idea; they are in an easier language and can be distributed to different publics.

"The American meaning of 'restroom' is not the only thing I learnt during my 4 weeks' training session in the United States."

I also had the opportunity to participate in two training sessions—the first one for training veterinary medical officers to collect data for the cattle in a feed-evaluation national study, the second for increasing communication within the NAHMS staff. During these sessions, I had the chance to observe the same facilitators managing dynamics in two different groups.

Last, but not least, I also attended the midyear national conference of the National Cattlemen's Association (NCA) in Denver, CO. It was a good occasion to observe a very powerful organization at work. The job of the NCA leaders was to increase membership, participation, and the feeling of being part of the organization.

At LPA

In the LPA unit I was assigned to Cindy Eck, a public affairs specialist. She and the public affairs staff

explained to me how their organization works.

My activities in Italy are similar to what the APHIS public affairs staff does, but here I learned procedures and methods that I can export to my Italian program for improving the effectiveness of my job. I was impressed by the staff's organization and found the media activities interesting.

The public affairs specialists who work with APHIS programs gave me practical suggestions on many topics. I think that applying LPA's organizational rules on media training, press release procedures, and the editing process will be very helpful.

AQI Campaign

Especially interesting was learning about the Agricultural Quarantine and Inspection (AQI) campaign's mission to prevent the illegal introduction of food into the United States. Learning about this program gave me the opportunity to see a project designed to cover the entire country. I developed a new understanding for how LPA supports PPQ in incidents involving not only Americans coming from other countries but also foreigners coming into the country.

In Italy I work with relatively small geographical areas, so organization is easier to manage. During my interview with the AQI staff, I tried to become more familiar with the territory covered by the campaign and the external supports necessary to develop the project.

I thought that the stickers, booklets, and pens were well done, but what I really appreciated were the videos produced for the AQI campaign. These videos are very interesting, not only for the subject matter, but especially for the presentation. The Beagle Brigade's story is told in a singular and fascinating way.

IZSTe's Training Unit produces good quality videos, but we usually choose documentary styles for our subjects and try not to contract the whole production to other companies. I write the texts and oversee the entire production.

In Washington

I also spent several days in LPA's legislative office in Washington, DC. This was a very interesting experience too, because I had the opportunity to become familiar with legislative reports, a different style of written communication. I learnt that legislative reports are formal and destined for official audiences.

What I Am Taking Back

Overall, this training session was fruitful because it was practical. I plan to write a report to my organization, including some proposals to improve our Training Unit activities with clear proce-

dures to be followed by all the members of the organization.

Products I plan to implement include:

- media contact information sheet;
- guidelines for responding to the media and for improving relationships between my Training Unit and other units;
- morning news summary of all news published by Italian newspapers and press agencies, to be forwarded to all personnel by computer network;
- procedures to follow when giving guided tours of IZSTe;
- clearance sheet, to standardize clearance procedures;

- form for presenting proposals for videos, brochures, etc., to the business administration;
- list of IZSTe publications with short summaries to be distributed by Internet.

The above-mentioned proposals need, for their implementation, the cooperation of other members of the Training Unit and, first of all, my efforts to transfer all my new knowledge to them.

I would like to thank the Ft. Collins and LPA staffs, who never tired of answering my questions and filling my requests. All the staff members were always available to share with me their knowledge and compare their experiences with mine. ♦

New Billboard Tells Canada-Bound Travelers to Avoid Fines

By Beth Hulse, Public Affairs, LPA

Planning on traveling to Vancouver, British Columbia, anytime soon? If so, don't bring agricultural products back with you. For those travelers who may forget, APHIS' Plant Protection and Quarantine (PPQ) program has posted a reminder you can't miss—an "Avoid Fines! Declare" billboard along Highway 99 that greets travelers entering Canada at the Peace Arch Border Station in Blaine, WA. The billboard was

erected as part of an effort to increase public awareness about agriculture quarantine inspection restrictions along the U.S.-Canadian border.

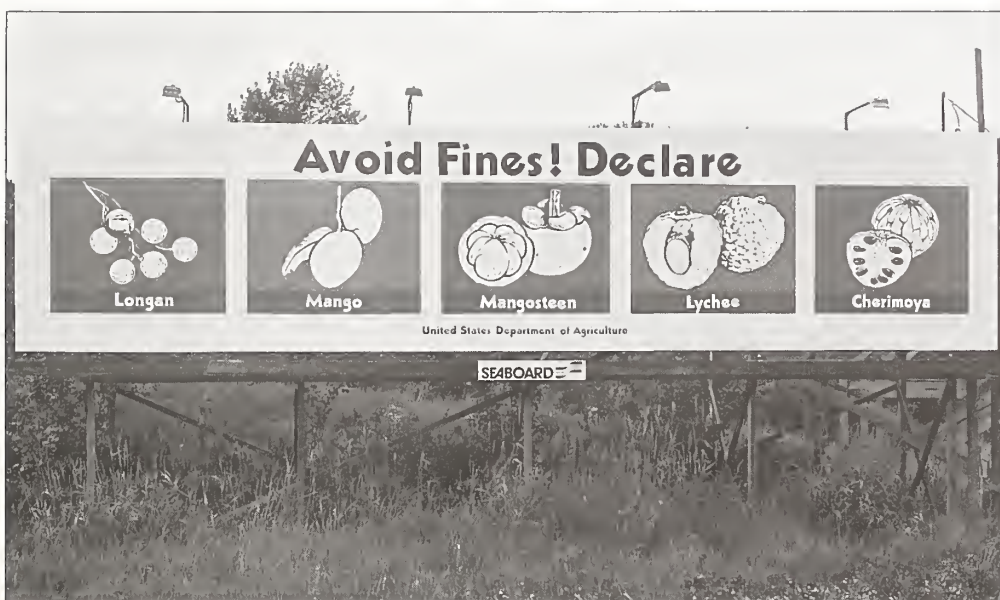
PPQ recently identified the Station at Blaine, WA, as a high-risk port for introducing plant pests, such as the Mediterranean fruit fly (Medfly), from Canada. Intensified inspections there during the 1993 peak travel season netted thousands of prohibited agricul-

tural items. Considering 17.7 million people entered the United States through Blaine's Peace Arch Border Station in all of fiscal year 1993, the potential for a pest introduction via this port certainly exists.

According to PPQ Western Region Director Jim Reynolds, agricultural products causing the most concern at the Canada border are Medfly-host fruits such as longans, mangoes, rambutans,

mangosteens, lychees and cherimoyas. Travelers can purchase these items in Canada, where they pose no risk and are permitted entry. However, the problem comes when they try to bring the products back into the United States where they are prohibited entry.

In addition to the billboard, the AQI public affairs team developed and distributed a flyer to alert travelers of specific prohibited fruits that cannot be brought back into the United States from Canada. The flyers are now being stocked at all the travel information centers along the border and at practically all the hotels and motels in the area. ♦



This billboard reminds travelers entering Canada via Highway 99 not to return to the United States with these fruits.

APHIS PHOTO BY LARRY HAWKINS

Safety and Health Symposium Draws Employees to Tampa

By Richard Tyner, Management Services Division, M&B

The 7th National APHIS Safety and Health Symposium took place in Tampa, FL, earlier this year concurrently with the biennial USDA Safety and Health Conference. The National APHIS Safety and Health Council (NASHC) sponsored the symposium, as it has in the past, working with employees from other agencies and the Department. APHIS traditionally plays a major part in the biennial USDA event.

Assistant Secretary for Administration Wardell C. Townsend, Jr., welcomed participants to the 4-day event. Speakers from several USDA agencies, private industry, and academia presented topics, including workers' compensation program case management, accident investigation, radiological safety, and hazardous-materials management. In the afternoons, attendees selected training sessions of their choosing.

EAP Focus

Aware of stresses associated with reorganization and downsizing on employees, NASHC this year promoted APHIS Employee Assistance Programs (EAP) at the symposium. EAP services are available to all employees to help them deal with personal and work-related stress and other difficulties.

At the symposium, APHIS recognized winners of the National APHIS Safety and Health Awards for fiscal year (FY) 1993. Nominations for the awards came from respective program safety and health councils. The awards are a recognition for employees' efforts in promoting a safe and healthful work environment in the agency.

Administrator's Award

The Administrator gives this award annually to the APHIS program unit demonstrating the most visible efforts in identifying and correcting safety and health problems; reducing workplace accidents and resultant workers' compensation costs; and emphasizing defensive-driver training, hazardous materials cleanup, and workplace wellness activities. The

Administrator's Award for FY 1993 went to VS' Southeastern Region and was accepted by the Regional Director, Dr. Lloyd Konyha.

Employee of the Year

Nominees for this award are solicited from throughout APHIS for employees who, though not required by job function to do so, actively and aggressively further a safe work-place program. Past awardees have been active in promoting safety in the community through such organizations as Red Cross, scouting, volunteer fire and rescue, 4-H, and others. The award went this year to Ralph W. Fogue of the VS Iowa Area Office for his efforts in training others, preparing safe working environments, his safe driving record at work, his community involvement, and his work as Dental Safety Officer for the Iowa Air National Guard.

Two runners-up for this award were also chosen: Dorothy M. Ladner of the National Monitoring and Residue Analysis Laboratory, Gulfport, MS, and Bob Parker, PPQ, of Brownsville, TX.

Collateral Duty Officer

APHIS safety and health awareness in the field is promoted and carried out through a network of

Collateral Duty Safety and Health Officers. Although the duties of these officers can vary greatly depending on their program, their major role is facilitator and advisor to management for safety, health, environmental, and wellness program issues and initiatives. In recognition for efforts in these areas, and particularly for involvement in reducing the amounts of excess hazardous pesticides and materials in his region, the award for Collateral Duty Safety and Health Officer went to M. Alton Dunaway Jr., ADC Eastern Region, Brentwood, TN.

Betty L. Ruiz, VS Western Region, Englewood, CO, was runner-up for this award for her efforts in the safety program within her region.

Work Units of the Year

This past fiscal year, APHIS began to recognize individual work units for contributions to safety and health both on and off the job. An award in this category was established for a work unit of 50 or more employees, and another one for a work unit of 50 or fewer employees. PPQ's Port of Los Angeles was the winner of the Work-Unit-of-the-Year award for sites of more than 50 employees. James Eddy received this award on

APHIS Motor Vehicle Statistics

About 30 percent of all deaths in the United States are the result of car accidents. Every 22 minutes, someone is killed in a car crash, and every 2 minutes a crash injures someone severely enough to require hospital treatment. How did APHIS drivers fare out on the highways in fiscal year (FY) 1993?

- APHIS employees collectively drove 62.8 million miles in FY 1993 (about 10 million less than in FY 1992).

- APHIS employees were involved in 249 motor vehicle accidents in FY 1993 (76 more accidents than FY 1992).
- Twenty-Five APHIS employees were injured in FY 1993, as a result of a vehicle accident, compared to six in FY 1992. There were no fatalities either year.
- About 80 percent of APHIS drivers buckled up while driving on the job in FY 1993 (compared to 79 percent in FY 1992).

behalf of his unit. REAC's North-east Sector got the award for the unit of 50 or fewer employees; Tom Rippy accepted the award.

The VS Oklahoma Area Office and the BBEP National Monitoring and Residue Analysis Laboratory received runner-up awards in these categories.

Driver of the Year

Robert McIntosh, an animal health technician with VS' Tennessee Area Office, received the Defensive-Driver-of-the-Year award. In addition to his safe record in 1993, McIntosh has 20 consecutive years of personal and professional driving experience without an accident or violation. Runners-up for noteworthy records were VS's Beth Wittenbraden of Pennsylvania and VS's Greg Chavez of Colorado.

Special Awards

Five employees received Special Achievement Awards for individual acts and for long-term community service. Tomas Ramirez and Osvaldo Saenz, both of VS' Texas Fever Tick Eradication Program, received awards for life-saving acts. Ramirez stopped a runaway vehicle from rolling over a mother and child who had fallen in the path of the car. Saenz administered first aid to a co-worker who was attacked by Africanized honey bees in an isolated area. Terry Milligan of the VS Texas Area Office, stopped and rescued an accident victim from a burning vehicle. Vicki Guilfoil, of the VS Oklahoma Area Office, came upon workers whose lift equipment had become entangled in electrical wires and caught fire. She rendered first aid until other help arrived. Richard Certo, M&B, Washington, DC, has for several years donated many off-duty hours weekly caring for local hospice patients. ♦

Employee Compensation

The costs of compensating employees who are injured while at work spiral ever upward. To get a handle on these costs, the National APHIS Safety and Health Council (NASHC) hopes to begin bringing employees back to the workplace after injury in light-duty assignments until the employees can resume their normal duties. Here's the profile on illness and injury compensation for FY 1993:

- APHIS paid \$3.1 million in workers compensation payments.
- There were 357 new claims related to illness and accidents.
- For new claims alone, APHIS paid out \$391,583.

These safety and health statistics were taken from information compiled by Norita Wallace, Management Analyst with M&B's Safety, Health, and Environmental Section.



VS Central Region employees pose with safety and health awards: Left to right: Tomas Ramirez, TX; Nancy Roberts, OK, accepting a runner-up award for her area office; Ralph Fogue, IA; Vicki Guilfoil, OK; Terry Milligan, TX; Osvaldo Saenz, TX.

APHIS PHOTO BY RICHARD TYNER

APHIS 1994 Calendar of Events

SEPTEMBER

National Hispanic Heritage Month (September 15-October 15)

- 5 *Labor Day
- 6-9 IR-4 Food-Use Workshop (OA/NBCI)
- 7 APHIS Technical Review Board (M&B)
- 9-14 International Association of Fish & Wildlife (ADC)
- 11-17 Fur Takers of America Trappers College Short Course (ADC)
- 12 USDA Celebration of Excellence Awards Ceremony (M&B)
- 12 Administrative Support, Northern Region (VS)
- 12-16 Joint EEO (VS, PPQ)
- 12-16 Epidemiologist Work Conference, Northern Region, (VS)
- 13-14 Regional Safety and Health, Southeastern Region (VS)
- 13-15 APHIS Employee and Labor Relations Conference (M&B)
- 14-15 Food Safety Workshop, Western Region (VS)
- 16-18 Western Bird Banding Association (ADC)
- 17-21 Colorado Veterinary Medical Association (R&D)
- 18-22 Society of American Foresters (OA/NBCI)
- 19 EEO Meeting and Work Conference, Northern Region (VS)
- 19 Area Work Conference, Northern Region (VS)
- 19-20 New England Veterinary Medical Association (VS)
- 19-23 FAD Threats and Implications (R&D)
- 20 Area Work Conference, Northern Region (VS)
- 20-22 Top Management Team (PPQ)
- 21 Federal Women's Program (M&B)
- 21 Safety & Health Committee; Self Defense Instruction, Northern Region (VS)
- 21 Latchkey/Self-Care Seminar (M&B)
- 21-25 First Annual Conference, Wildlife Society (ADC)
- 22 NADCA membership meeting (ADC)
- 23 APHIS Information Resource Management (OA)
- 25-30 National Brucellosis Seminar, Western Region (VS)
- 26-30 Area Work Conference, Northern Region (VS)
- 28 Interagency Regulatory Colloquium: "E.O. 12866" (PPD)
- 29-30 Food Safety, Northern Region; Central Region (VS)

OCTOBER

National Disability Employment Month

- 1-8 BARD, Workshop on Bemisia tabaci (OA/NBCI)
- 4-5 Kentucky Area Work Conference, Southeastern Region (VS)
- 5 Ohio/West Virginia Area Work Conference, Northern Region (VS)
- 5 APHIS Technical Review Board (M&B)
- 9-11 Hispanic Association of Colleges and Universities (M&B)
- 10 *Columbus Day
- 15-21 US Animal Health Association (VS)
- 19 Federal Women's Program (M&B)
- 17-20 Epi-in-Action Training, Southeastern Region (VS)
- 17-21 Office International des Epizooties Working Group on Information and Epidemiology, CEAH (VS)
- 18-20 Area Work Conference, Northern Region (VS)
- 19-21 Great Plains Agriculture Council, Western Region (VS)
- 19-21 Technical Committee Meeting for Cooperative Regional Project W-185 (OA/NBCI)
- 22-26 National Symposium on Urban Wildlife (ADC)
- 23-27 Southeastern Association of Fish and Wildlife Agencies (ADC)
- 25-27 Work*Family*Life Council (M&B)
- 26 Interagency Regulatory Colloquium: "Regulatory Analysis Guidelines" (PPD)
- 26-27 Veterinary Accreditation Data Base Training (VS)
- 26-29 Third Annual Watchable Wildlife Conference (ADC)
- 27 APHIS Information Resource Management (OA)
- 29-31 Gypsy Moth Annual Review (OA/NBCI)
- 30 USAHA meeting begins (VS)
- 31 Regional EO/CR Committee meeting begins, Southeastern Region (VS)
- 31 Field Servicing Office Quality Week begins (FSO)

*Government holiday

Retirements

This list includes the names of APHIS employees who retired between February 16 and August 15, 1994.

Animal Damage Control

Byron Frankenfield, Ravendale, CA
June Hayworth, Sacramento, CA
Shirley Pendergrass, Ft. Worth, TX
James Pitts, Chouteau, OK
Richard Severson, Bismark, ND
Allen Stickley, Jr., Starkville, MS

Biotechnology, Biologics and Environmental Protection

Annie Morris, Hyattsville, MD

Plant Protection and Quarantine

Elizabeth Buckner, Oklahoma City, OK
Antony Drobnik, Des Plaines, IL
Richard Gaines, Avoca, NJ
Michael Garazzi, Romulus, MI
Harry Kumabe, Honolulu, HI
Alvin Lowry, Lumberton, NC
Richard Munkittrick, San Francisco, CA
James Nance, Whiteville, NC
Noel Sanchez, McAllen, TX
Thomas Tinkham, Savannah, GA
George Vanech, Moorestown, NJ

Legislative and Public Affairs

Helen Delauney, Hyattsville, MD

Management and Budget

Jajuan Ray, Hyattsville, MD

International Services

David Lambert, Tuxtla Gutierrez, MX

Veterinary Services

Elaine Ahola, Lincoln, NE
Paul Beard, Ames, IA
Alyce Chittum, Baton Rouge, LA
James Christy, Albuquerque, NM
Dennis Coyle, Gainesville, FL
Charles Fish, Ames, IA
Rafael Gomez, Miami, FL
Perrian Henry, Englewood, CO
Lloyd Konyha, Tampa, FL
Mirtha Mirabal, Miami, FL
Vira Milbank, Hyattsville, MD
Frances Nixon, Del Rio, TX
Ronald Stenseng, Hyattsville, MD
Morris Stringer, Dothan, AL
Kenneth Tyree, Englewood, CO

Deaths

This list includes the names of APHIS employees who died between February 16, 1994, and August 15, 1994.

Plant Protection and Quarantine

Gordon White, Port Arthur, TX

Animal Damage Control

Michael Weaver, Sonora, CA

Management and Budget

Delores Shanley, Minneapolis, MN



PHOTO BY JERRY ROHNERT, BLM.

Members of the Boise, ID, office staff assemble program packets for a final Grasshopper Integrated Pest Management Project workshop. The project ends at the end of September. From left are Myrt Cooper, project secretary; Harriet Thomas, administrative secretary; Mike Sampson, writer/editor; Tom Sluss, technology transfer advisor and project cooperater from Ft. Lewis College in Durango, CO; Greg Peterson, accounting technician; Diane Dillingham, administrative officer; and Gary Cunningham, project director.

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